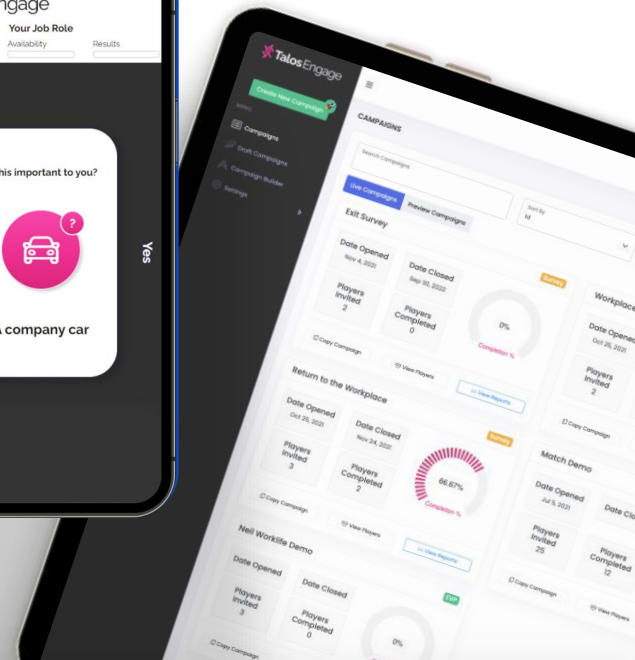
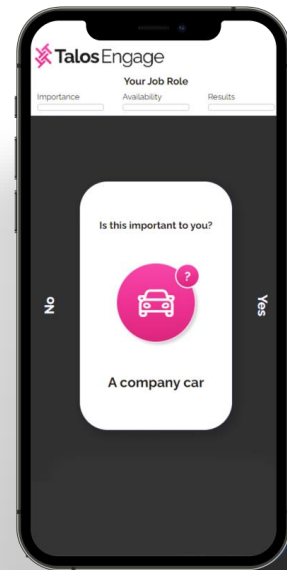




*Employee Engagement Platform*

**Intelligent engagement analytics** to  
*understand your workforce*



Brought to you by  **Talos360**

Who are



2009

Company founded with the ethos to find a better way to attract, recruit and retain the best talent

700+

Active partners and clients

2

Unique software solutions. We created Talos ATS hiring software and the Talos Engage workforce analytics platform. Our market-leading people tech saves time and money, whilst providing access to the right talent for your roles.

 **Talos Engage**  **Talos ATS**



Our clients



Trusted By



Why use



Companies with engaged employees are

**17%**

more productive

*Gallup*

Engaged teams outperform disengaged teams by

**202%**

*Dale Carnegie*

Happiness in the workplace boosts productivity by

**20%**

*Forbes*

Engaged employees will increase company profits by

**21%**

*Gallup*

A negative work culture drives absenteeism up by

**37%**

*Gallup*

The average spending on finding a replacement is

**£5,433**

*Oxford Economics*

**£25,182**

The average loss in productivity when replacing an employee

*Oxford Economics*

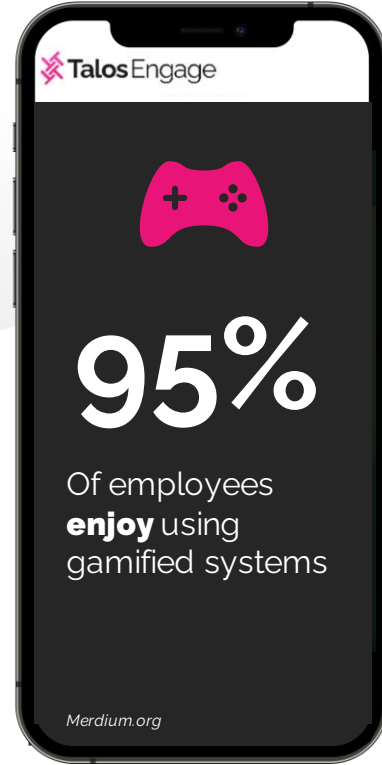
## The problem with Traditional surveys

There are several reasons why we don't see traditional surveys in use in this digital age. With numerous drawbacks, they have been displaced by their modern online equivalents, and with good reason.

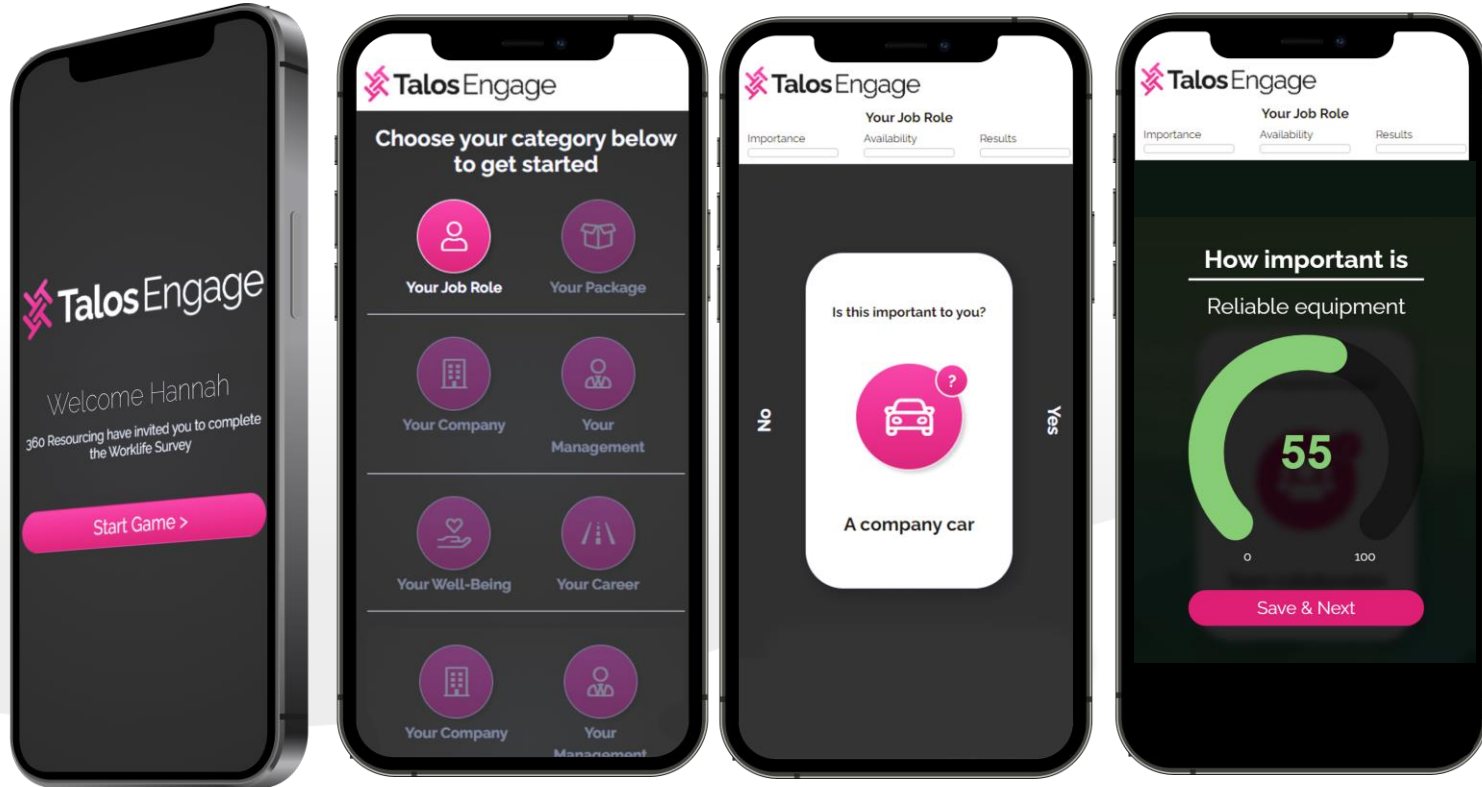
### Here are just a few of the disadvantages of the traditional survey:

- Inflexible design
- The cost to operate, either internally or using an external company
- The time they take to reach the recipient
- When it arrives, there is no guarantee the recipient will open it, let alone complete it
- Difficult to manage the logical flow
- Risk of invalid responses due to poor handwriting or incorrectly completed sections
- They are not ideal for controversial issues

## Benefits of gamification

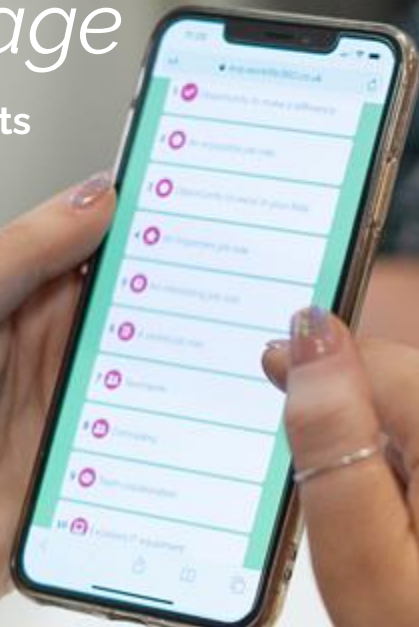


# Game play



# Maximise your employee engagement with *Talos Engage*

Gain employee insights  
and build a 12-month  
programme



## Know your EVP

- ✓ Attract the best candidates to your business
- ✓ Decrease employee turnover by 69%\*
- ✓ Enhance financial performance

## Increase ENGAGEMENT

- ✓ Increase employee productivity
- ✓ Happier, healthier, more fulfilled staff
- ✓ Efficient and innovate workforce

## Regular PULSE surveys

- ✓ Reduce recruitment and onboarding costs
- ✓ Increase wellbeing and engagement
- ✓ Identify skills gap

## Improve ONBOARDING

- ✓ Stronger employee experience
- ✓ Higher employee engagement
- ✓ Stronger company culture





# Pulse reviews

## What are pulse reviews?

A pulse review enables a company to measure its most significant assets: Its people and leaders. As the term 'pulse' suggests, these are regular reviews used to gain valuable insights into the company's perception from the employee's vantage point. These reviews can gauge anything from job-related roles, communication and the overarching work environment.

## Why are they important?

Pulse reviews are often short and easy for employees to complete, allowing greater employee participation and more reliable results. As opposed to once-a-year surveys, where actions can take months to embed, pulse reviews mean a company can engage staff with prompt action based on the most recent feedback.

## What are the benefits?

They are many standout benefits to pulse reviews, including:

- ✓ **Fast turnaround** - You won't need to spend hours compiling a survey. Pulse surveys often only include a single question, meaning you can send it out as quickly as you like.
- ✓ **Good response rate** - If you're after data, then you want a quick response. Pulse reviews will give you that, primarily because you're only asking employees to answer a few questions.
- ✓ **Improved engagement** - Communication is key to any business, and pulse reviews can be a step towards more regular employee engagement.
- ✓ **Supports continuous improvement** - Tweak and adjust your targets to enable your staff to meet annual goals with regular pulse reviews. Don't wait for the next annual survey to discover that your business is way off target.
- ✓ **Real-time status updates** - Access the mood of your organisation almost instantaneously with a pulse review. Send the review out at 10:00 am and analyse the responses at 4:00 pm the same day.



# Employee engagement

## What is employee engagement?

Employee engagement **isn't** employee happiness or satisfaction. There's plenty of perks you can provide for your staff which might make them happy. And when we talk of employee satisfaction, many set the bar too low. After all, there'll be plenty of your team satisfied with their 9 - 5 working day, but do they all go that extra mile? Instead, employee engagement is the emotional commitment your employee has to your business.

## Why is it important?

Engaged employees will understand and buy into your company vision, caring about their work and supporting your company goals and values. Indeed, measures of engagement often go together with higher performances, leading to innovation and improved staff retention. There is also a clear link between positive employee engagement and enhanced customer satisfaction.

## What are the benefits?

To paraphrase Doug Conant, former Campbell's Soup CEO - you must first win the workplace to succeed in the marketplace.

According to research carried out by Forbes, companies with engaged workers can expect 6% higher net profit margins.\* Meaning, efficiency via engagement in the workplace will drive up your profits!



# Onboarding

## What is onboarding?

Onboarding is a HR term and is the process of introducing a newly hired employee into an organisation. This process can typically last anywhere from a few weeks to a year, but it will last a few months for most companies. In this time, your new starters will gain confidence and competency.

## Why are they important?

It's thought that new employees take about a year to reach full productivity. However, Glassdoor maintains that successful onboarding can speed up this process, decreasing time to proficiency and improving productivity by 70%.\*

## What are the benefits?

Forbes recently highlighted that as much as 20% of staff turnover occurs within their first 45 days.\* Therefore, correctly onboarding recruits has a crucial role in engagement, commitment, and retention and is critical to an employee's long-term commitment to your company.

Here's a list of benefits that well-executed onboarding can have for your company:

- ✓ Stronger employee experience
- ✓ Higher employee engagement
- ✓ Better employee retention
- ✓ Stronger company culture
- ✓ Increased productivity



# Exit Surveys

## What is an exit survey?

An exit survey can be important for the future of an organisation. For example, it can be used by employers to mitigate the costs of losing further staff members. For employees, exit surveys allow their voices to be heard.

## Why are they important?

Exit surveys help employers understand potential issues that have caused a particular employee to leave. For example, reasons for leaving could include a poor working environment, salary issues or even a superior proposition from a rival company. Having this information can help your organisation improve its EVP, helping retain other employees.

## What are the benefits?

Exit interviews are often an opportunity to highlight the competitive landscape that will help plan your future talent management process.

When preparing your exit interviews, it may be an idea to focus on these strategic goals to reap maximum benefit:

- ✓ Issues relating to HR
- ✓ Perceptions of the workplace
- ✓ Insights into your leadership
- ✓ Potential innovations
- ✓ Ambassadors for your organisation



# Employee EVP

## What is EVP?

EVP is your employees collective IVP's put together. The factors with the most frequency and importance to your workforce form their EVP.

Every business area will have its unique EVP, therefore, segmenting your EVP by location, job role, department, length of service, and performance level is essential to help maximise retention. Your EVP is the reason why your employees come to work, and it's why they stay.

## Why is it important?

Understanding your EVP will allow you to increase engagement and articulate your company vision. It can be used to ensure authentic messaging in your employer brand communications as well, as ensuring that you're focusing your time and budget on employee benefits that are truly appreciated.

## What are the benefits?

Employee Value Propositions are a key foundation to your employer brand.

Principal EVP benefits include:

- ✓ Reduced employee turnover
- ✓ Easier and cheaper candidate attraction
- ✓ More engaged employees

# Make evidence-based decisions

*Review the success*

---

## Gain real-time **insights**

- ✓ Understand why your employees come to work
- ✓ Get to know why your employees stay
- ✓ See what it takes to attract top performers

## Improve your EVP

- ✓ Job role proposition
- ✓ Competitive salary package
- ✓ Sell your company culture
- ✓ Management
- ✓ Improve career prospects
- ✓ Invest in employee wellbeing
- ✓ Introduce a good work/life balance
- ✓ Perks and benefits that employees' want
- ✓ Improved Diversity and Inclusion

## Data-led **success**

- ✓ Increase your profits
- ✓ Improve your talent attraction
- ✓ Focused business pulse
- ✓ Drive up productivity
- ✓ Analyse trends to help predict future
- ✓ Empower your workforce

# What does EVP consist of?



## Intangible EVP Benefits

These can be somewhat subjective and require an alignment between your brand personality and the personality of your employees.

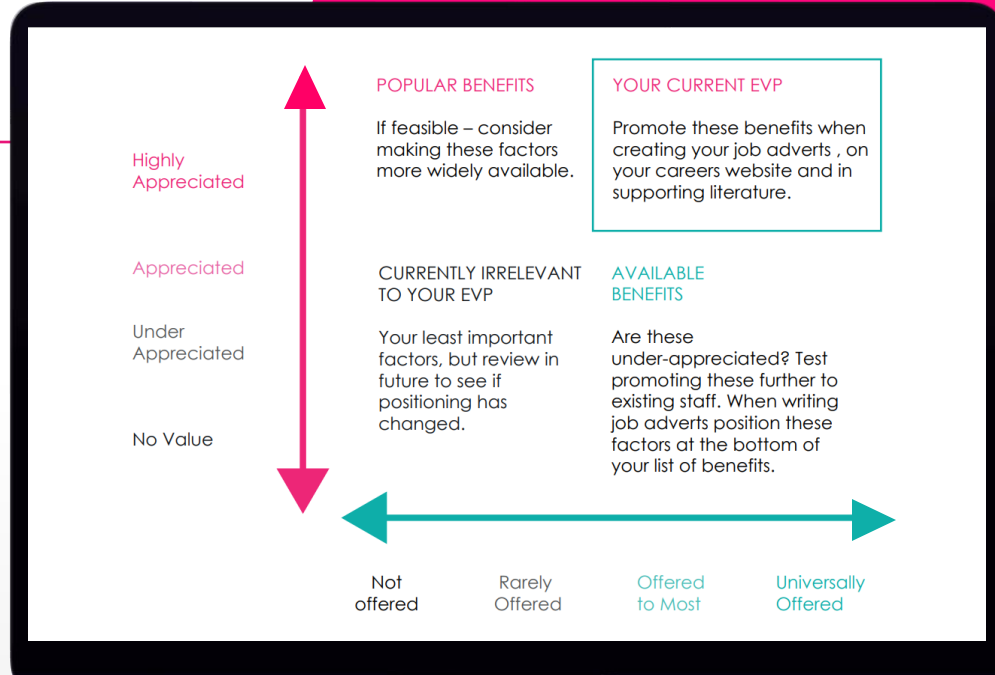
This list is not exhaustive, but some of the key intangible employee value proposition rewards include:

- Company Culture
- Company Vision
- Your Brand
- Opportunities
- Responsibility
- Leadership
- Supportive Environment
- Appreciation
- Team Spirit
- Work/Life Balance
- Inclusiveness
- Job Security
- Flexibility



## EVP What you can learn

### Importance



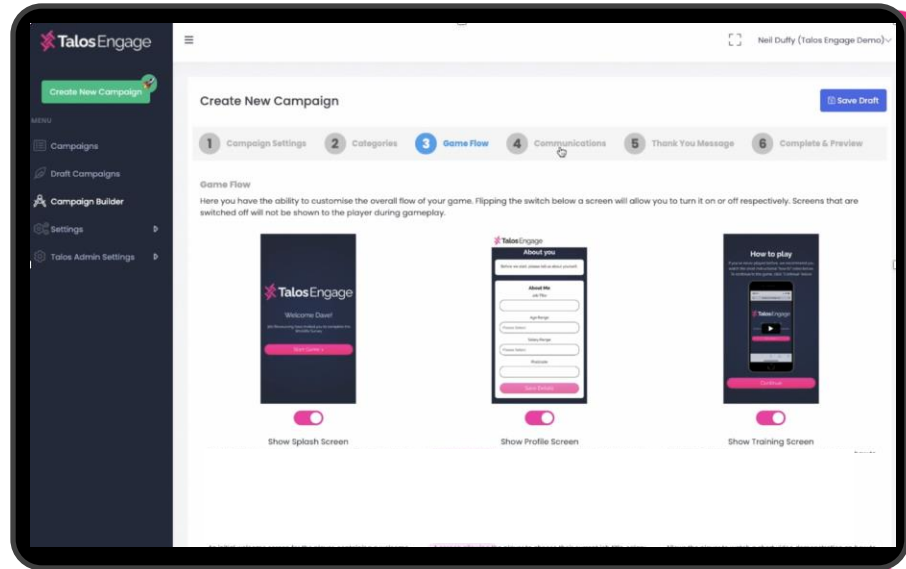
### Availability



 **Build** your own game

**Talos Engage** offers you the flexibility to send various employee engagement surveys to provide informative company insights.

Best of all, building your own game is super easy.



*Engagement Software*



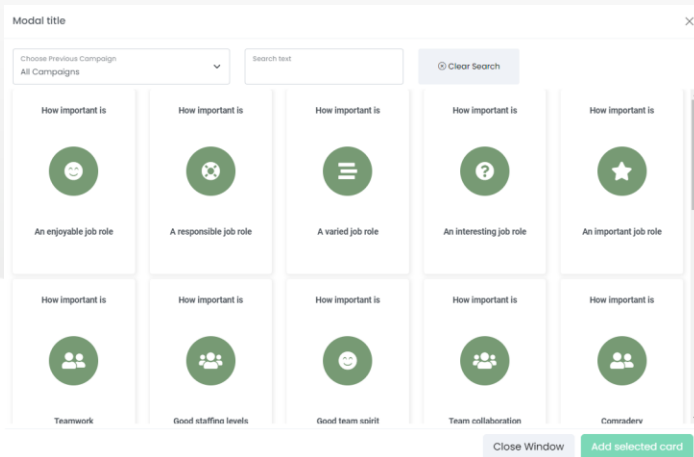
 **Talos Engage**

Brought to you by  **Talos360**

# Deployment – the game

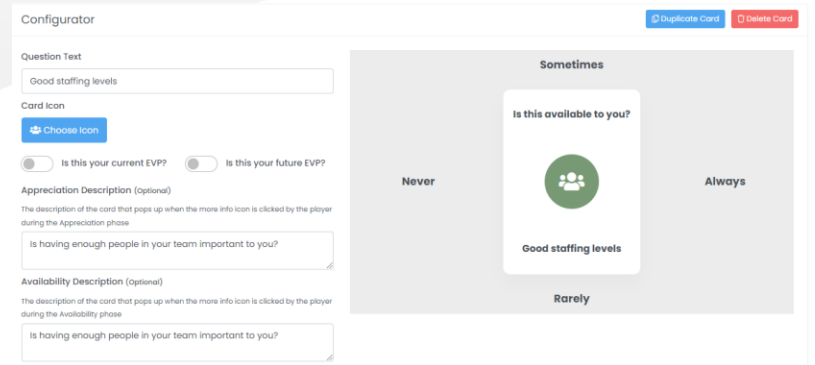
## Set up

Setting up your first EVP is easy. First, select the employee benefits you'd like to review and analyse.



## Create your own card deck

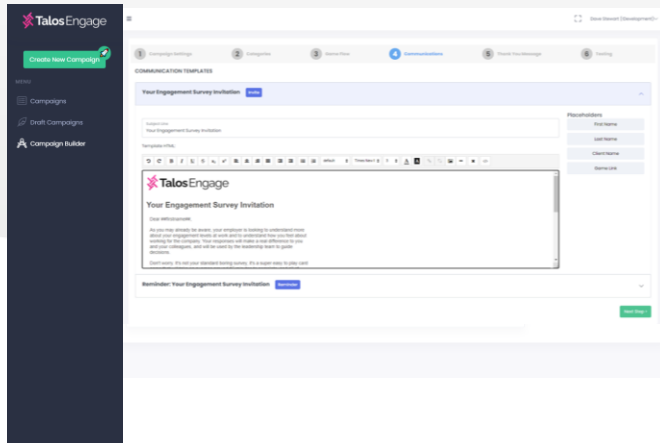
Next, configure your selections adding descriptions to the employee benefits you offer or are thinking of offering. Once one card is complete, the system will add it to your unique EVP card deck.



# Deployment – the game

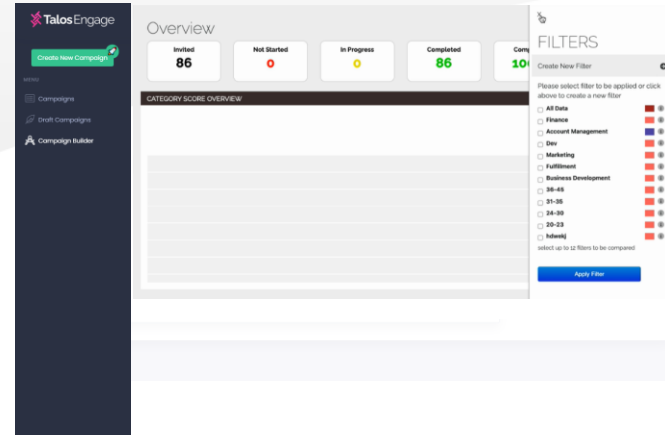
## Send

Once you've configured your EVP, you can email the card game to whichever employees you choose. They'll receive a link that will allow to play the game on mobile or desktop.

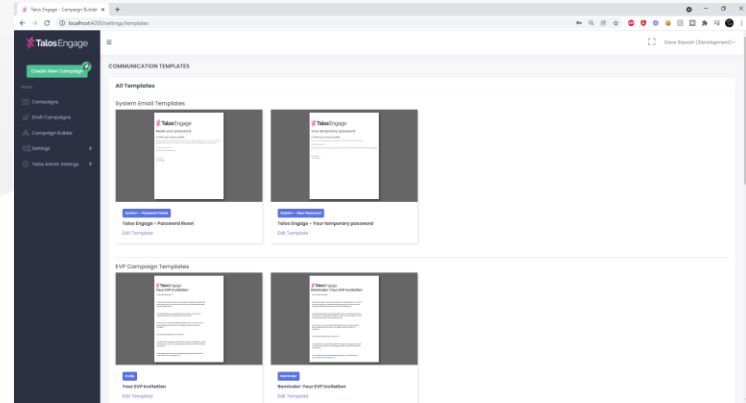
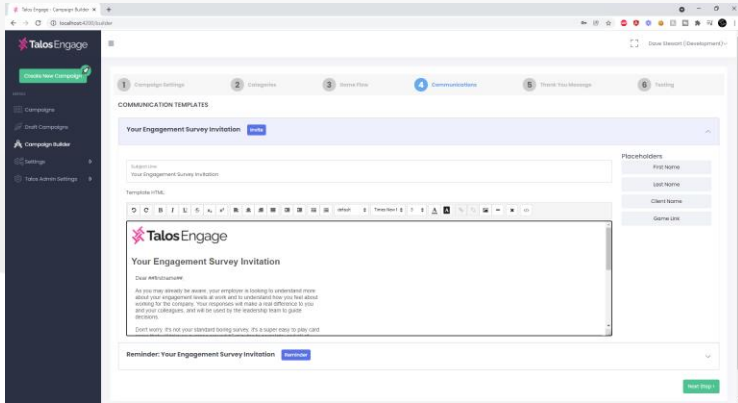


## After game analysis

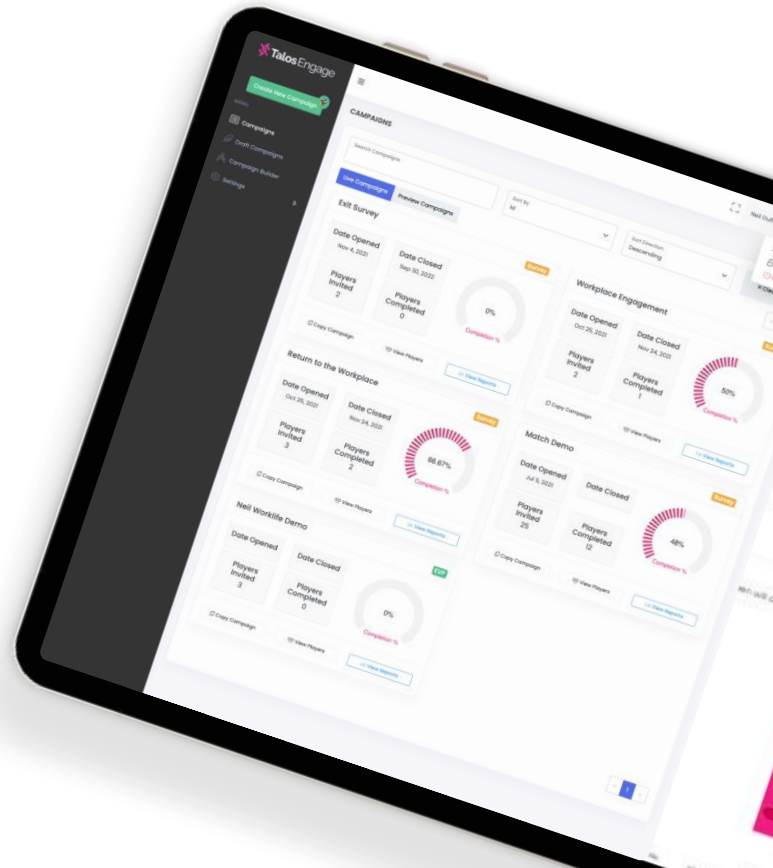
Once all your results are in, filter and analyse your EVP by role, division, location and performance, determining what motivates your workforce.



Deploy your review by editing your **communication** templates, separating by survey type.

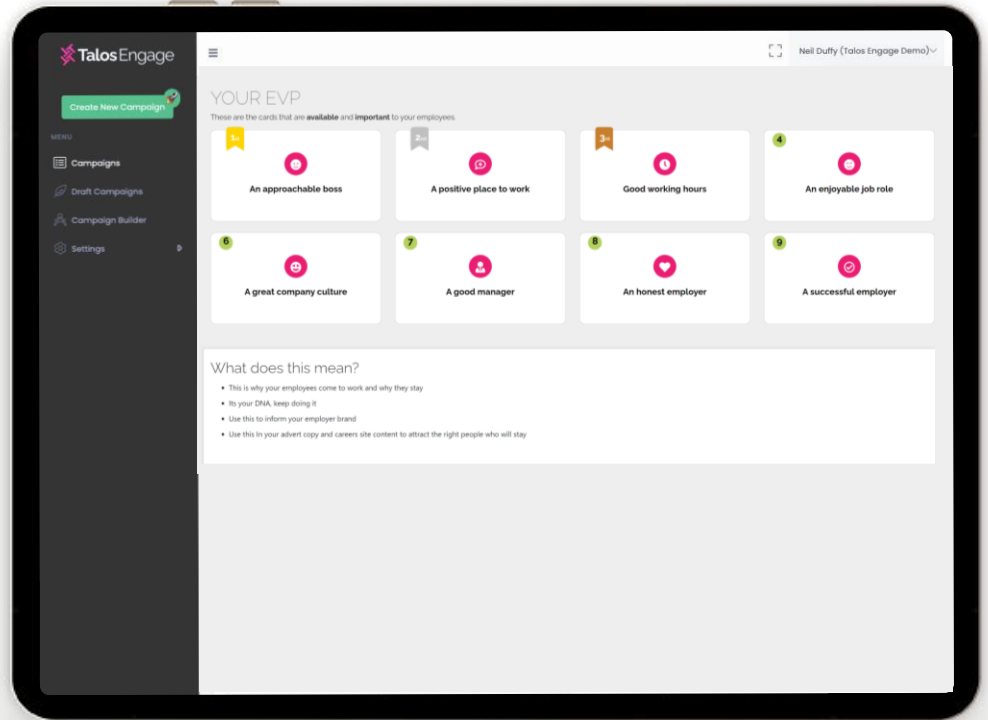


# Real-time insights



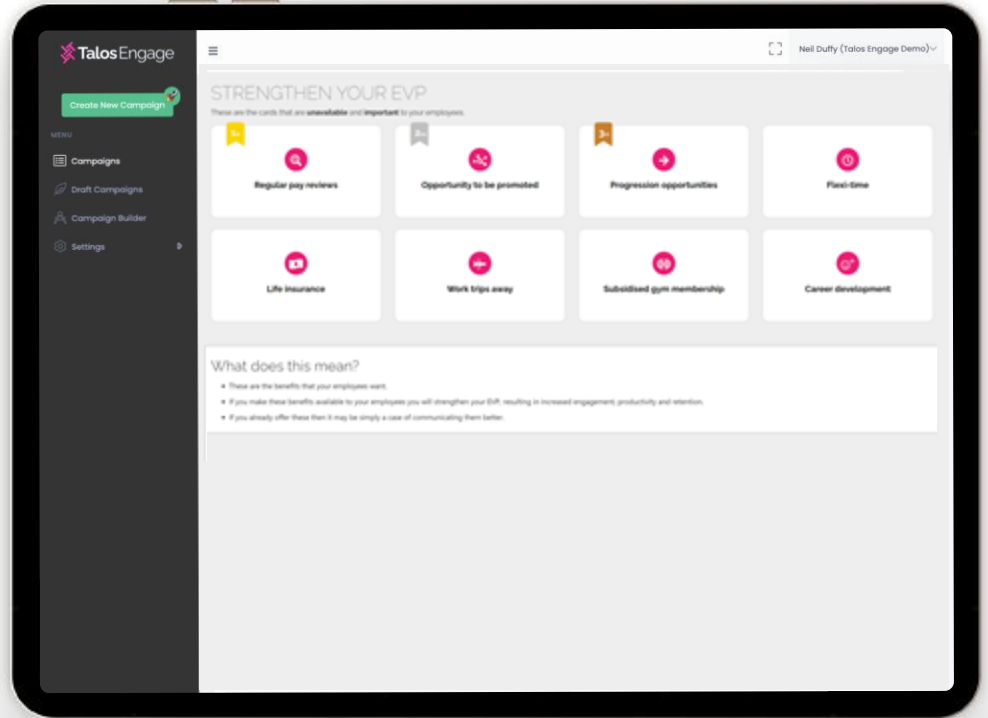
# View your **EVP**

Listed in order of importance, you now have your **DNA** to retain, attract and grow your company.



# Strengthen your **EVP**

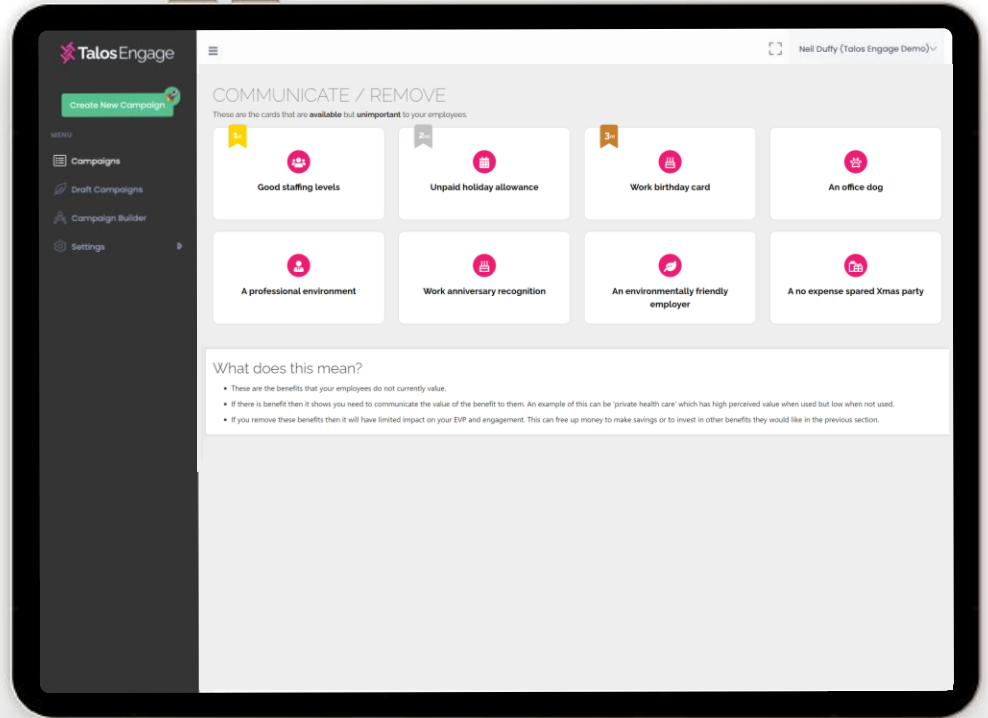
Your employees have spoken. Take note. Strengthen your EVP to create **ambassadors** for your brand.





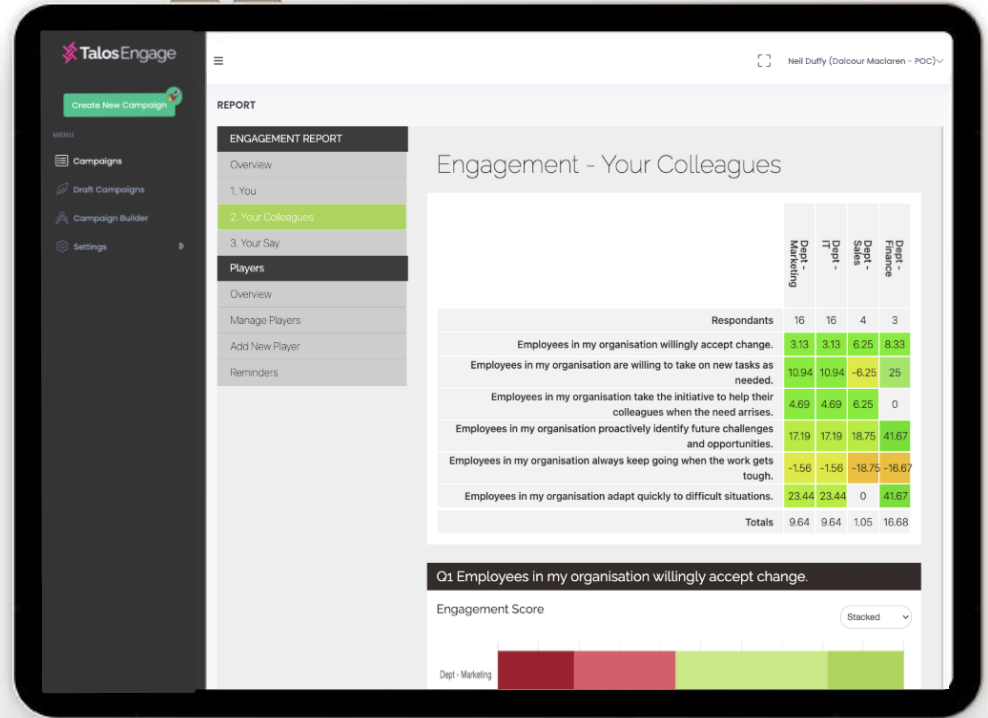
# Communicate your results

These are unimportant to your employees. Either improve communication as to the value or remove and invest in other benefits.



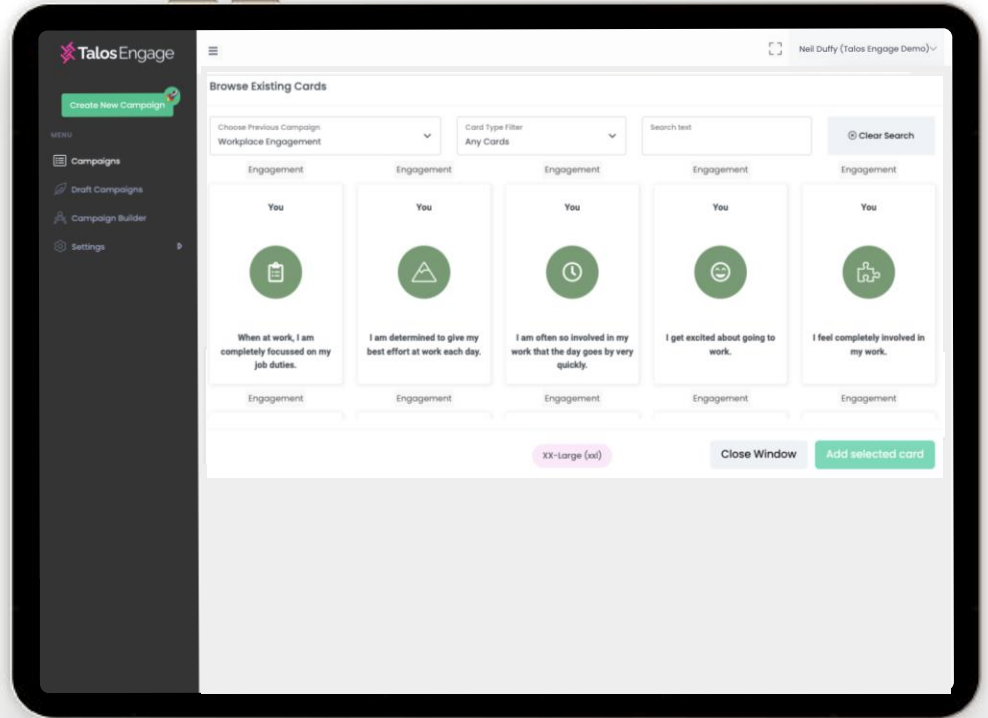
# Gain Engagement Insights

Find out how engaged your employees really are.  
Filter your insights by different cohorts, to tailor your approach to employee engagement.



# Drill down into Pulse **Insights**

Want to drill down into a particular issue or theme? Create tailored pulse card games that will drive insights in a focal area.





***"We loved the simplicity and innovation** of Talos Engage as it fitted into our talent strategy to understand how we can support our teams. Having used Talos Engage we would never go back to a traditional engagement survey, our teams loved the gamification, it was easy to deploy and we achieved high completion levels."*



*Thank you,  
any questions?*

*Talos360.co.uk/engage hello@talos360.co.uk*

